

SUMMARY OF SECOND REPORT OF THE EQUAL OPPORTUNITIES TECHNICAL ADVISORY GROUP

1. Introduction

In late 1998, the University's Staff Committee established an Equal Opportunities Technical Advisory Group (EOTAG) to examine the key types of Equal Opportunities data which should be collected for both staff and students and to determine appropriate benchmarks against which these data could usefully be compared. This group has now produced its second report which examines data on staff and students and deals with flow data in terms of gender, ethnicity and disability for both staff and students. For students some analysis is also done by type of school and age.

Since "stock" data on the composition of our workforce and student body changes only slowly, it has been decided to examine flow data more regularly than the stock data. Flow data relates to recruitment and promotion of staff, as well as leavers and, for students, examines student intake and outcomes.

EOTAG is chaired by Vice Principal Michael Anderson and is composed of senior Academic staff with significant expertise in the area of analysis and management of this type of data and the appropriate staff from Human Resources. The members of the Group are:

- Vice Principal Michael Anderson
- Ms Eilidh Fraser
- Ms Marian Larson
- Professor Brian Main
- Professor David Raffe
- Professor Susan Smith
- Ms Pamela Warner

This summary report highlights some key findings of the second report. For staff, it relates the findings from this report to the key findings on flow data from the previous report and reports on progress in these areas. All the findings are explored in more detail in the full report (available at www.humanresources.ed.ac.uk/equality/docs/EOTAG2.htm and it is important that the more detailed analysis is examined before comment or use is made since, if they are taken out of context, misleading conclusions may be drawn.

2. KEY FINDINGS - STAFF (Flow data)

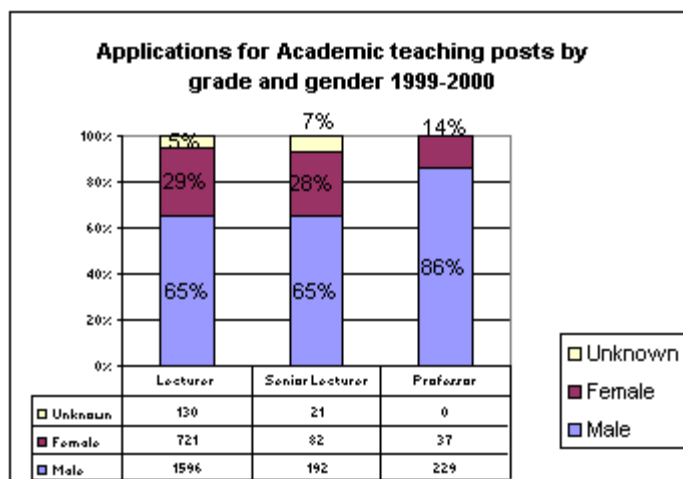
2.1 Academic Teaching Staff

For this staff group the key findings relating to the flow data from the first report were as follows:

- The proportion of applications from women for Academic teaching posts was somewhat lower than would be expected from the national stock figures but those who applied were more likely to be short-listed and subsequently appointed
- Women were less likely to be nominated or self-nominate for promotion than men but once nominated were more likely to be successful

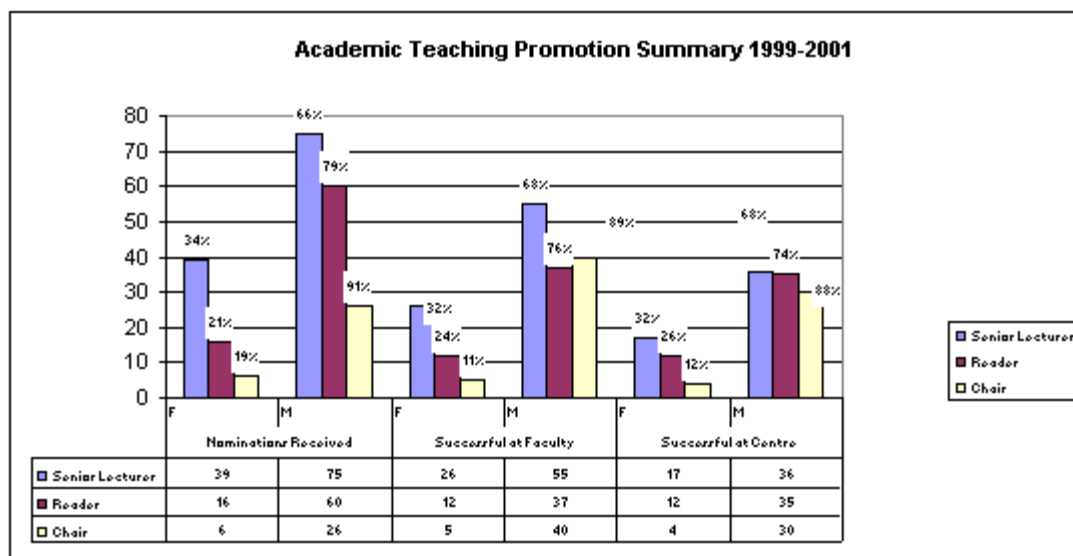
When we examine the findings in this report, we see that:

- The proportions of applications from women are still lower than would be expected when compared to the national stock figures from HESA although there has been a significant increase in applications from women at all levels, including at Professorial level, although the numbers are still low.



One change which may give cause for concern is that, although women applying for lecturer posts are slightly more likely than men to be short-listed and subsequently appointed, this is not the case at Senior Lecturer/Reader or Professorial level where they are less likely than men to be appointed, although the numbers are small here.

There has also been a change in the picture on promotions. Here we see that in 1999-2001, women were being put forward for promotion in the proportions which would be expected given the percentages in post. For promotion to Senior Lecturer, women were slightly less likely than men to be successful but slightly more likely for Readerships. The numbers for Personal chairs are small because there are some missing data in that there are no figures for the 1999 round for nominations received by Faculty. The figure in this column relates therefore only to those put forward on the 2000 promotion round.



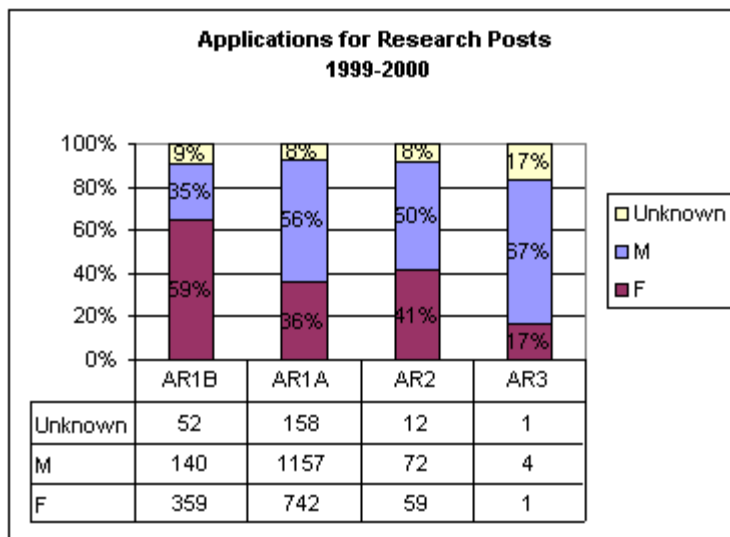
In addition, when data on leavers were examined, it was found that while 33% of staff on lecturer grades were women, they made up 44% of leavers. When reasons for leaving were examined, it was clear that women were leaving for reasons other than advancement of their career which was the main reason for leaving of male lecturers.

2.2. Academic Research Staff

In the first report the key finding in relation to Flow data for this group was that the proportions of applications from women for Academic research posts were as would be expected from the national figures and those who applied were more likely to be short-listed and subsequently appointed.

In this report, there has been a slight drop in the percentage of applications from women for AR2 posts although the proportions of applications for AR1B and AR1A posts have remained steady. Also in the 1999-2000 figures, it

can be seen that women are slightly less likely to be shortlisted and appointed to research posts than men. This represents a change from the previous report.



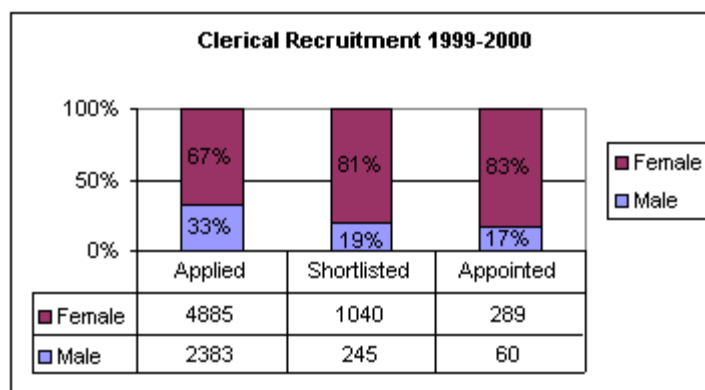
In the first report, there was no real examination of promotion of researchers at the more junior grades. Although the data are incomplete and numbers are small, it would appear that there are fewer nominations for promotion for women than would be expected from the numbers in post but where women are nominated they are slightly more likely than men to be successful.

2.3 Academic Related Staff

In the first report it was identified that women were over-represented in Library posts and that in AD Computing posts the number of women was low and falling. In this report we see the pattern continuing in computing posts with the numbers of applications from women continuing to fall. Where women do apply for computing posts they are more likely than men to be shortlisted and appointed. They are also more likely to leave than men. There has been an increase in the percentage of men applying for Library posts. Those who apply are more likely to be shortlisted than women but less likely to be appointed but the numbers are fairly small here.

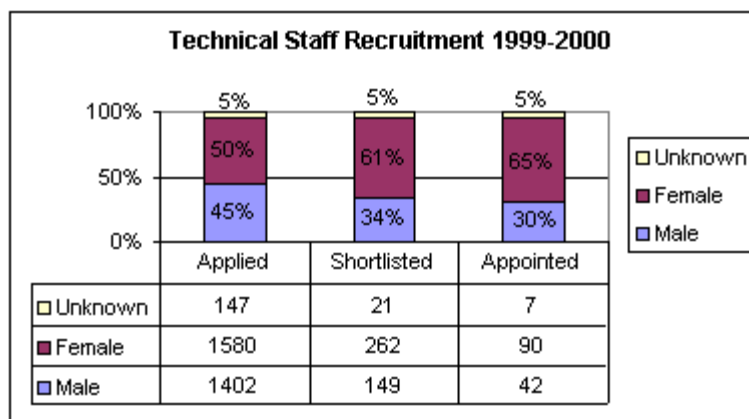
2.4 Clerical Staff

In the first report it was highlighted that there was an increasing proportion of applications from men for these posts but men were less likely than women to be short-listed or appointed. In this report, we see that the proportion of applications from men has remained fairly steady. They are still less likely than women to be shortlisted and appointed but the proportion being appointed has increased. Men continue to make up a larger proportion of leavers than would be expected from the percentages in post.



2.5 Technical Staff

In the first report, the key finding for this staff group was that around 50% of applications for posts were from women and they were more likely to be short-listed and appointed. In this report the application rate has decreased slightly but the success rate has increased with women significantly more likely to be appointed than men.



Where women are put forward for promotion, they continue to be slightly more likely than men to be successful.

2.6 Manual Staff

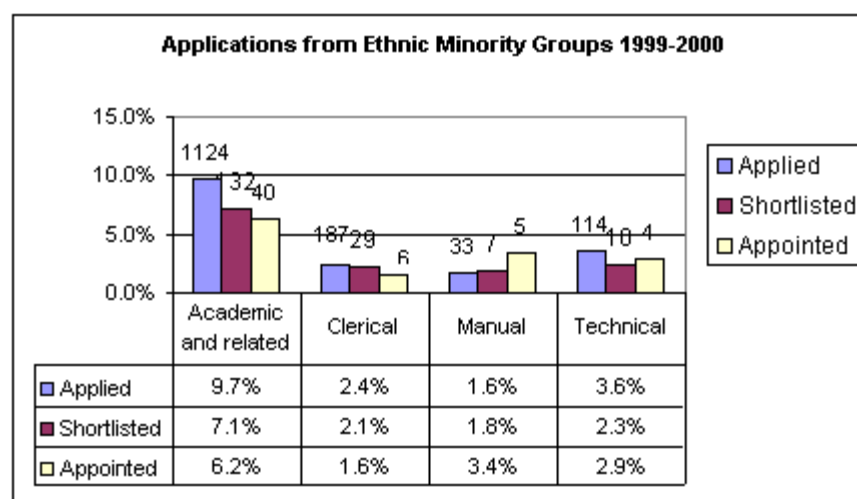
In this report we see that women are significantly more likely than men to be shortlisted and appointed to manual posts although this overall figure needs to be examined more closely because of the polarisation of men and women into particular types of post in this staff group.

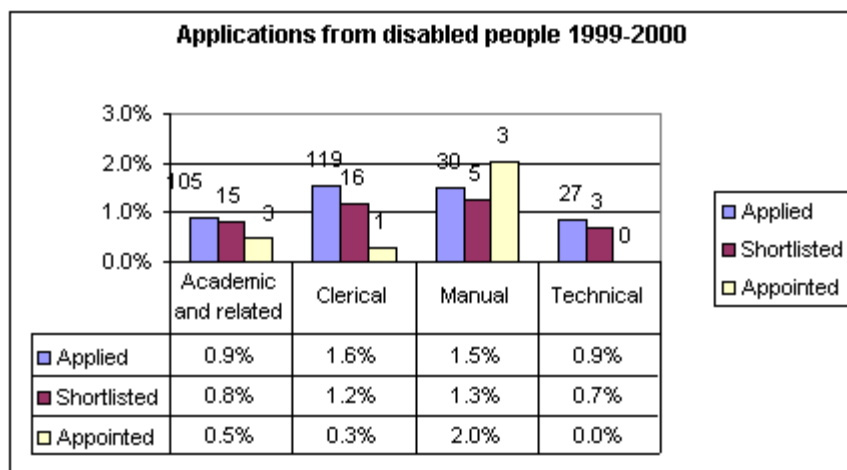
2.7 All staff groups: Disability/Ethnicity

The key findings which were common across all staff groups in the first report were:

- Disabled applicants were less likely to be short-listed and appointed to posts than non-disabled people
- In all staff groups apart from Academic teaching, applicants from ethnic minorities were less likely to be short-listed and appointed to posts than white people

This continues to be the case, except in recruitment of people from ethnic minority backgrounds to manual grade posts, but there has been an improvement in the situation with more disabled applicants and ethnic minority applicants being appointed to posts in all staff groups.



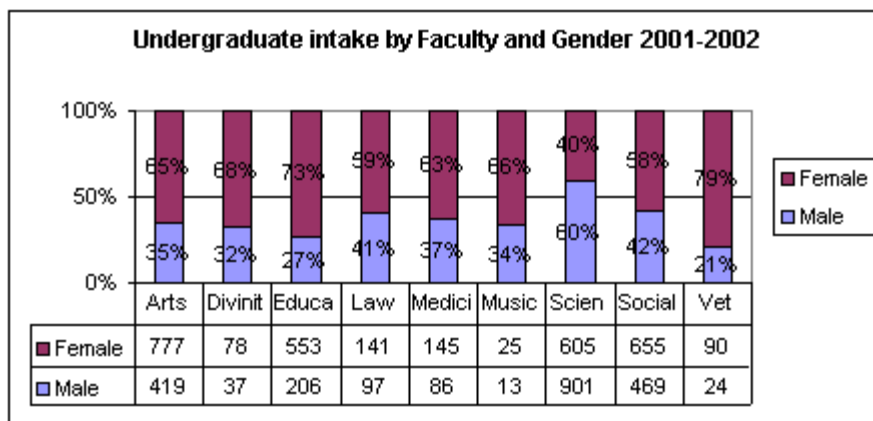


3. KEY FINDINGS - STUDENTS (Flow data)

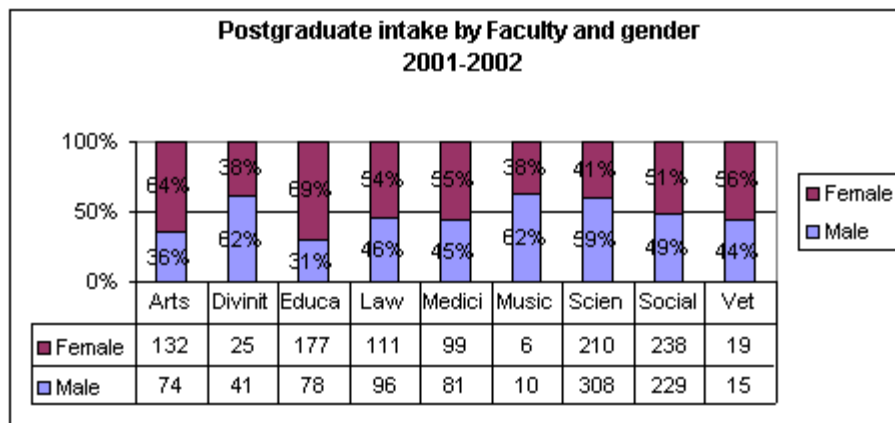
The data reported on in this part of the report relate to the student intake into the University of Edinburgh in Academic years 1995-96, 1998-99 and 2001-2002. These have been extracted from the aggregate data sets supplied by Registry which became available in May 2002. The information reported for 1998-99 and 2001-2002 does not yet allow us to look at student outcomes but the 1995-96 data allow this. The key findings from these data are set out below.

3.1 Gender

- There is a majority of female under-graduates in the intake for all Faculties with the exception of the Faculty of Science and Engineering. In all Faculties, the proportion of female entrants has risen over the past few years



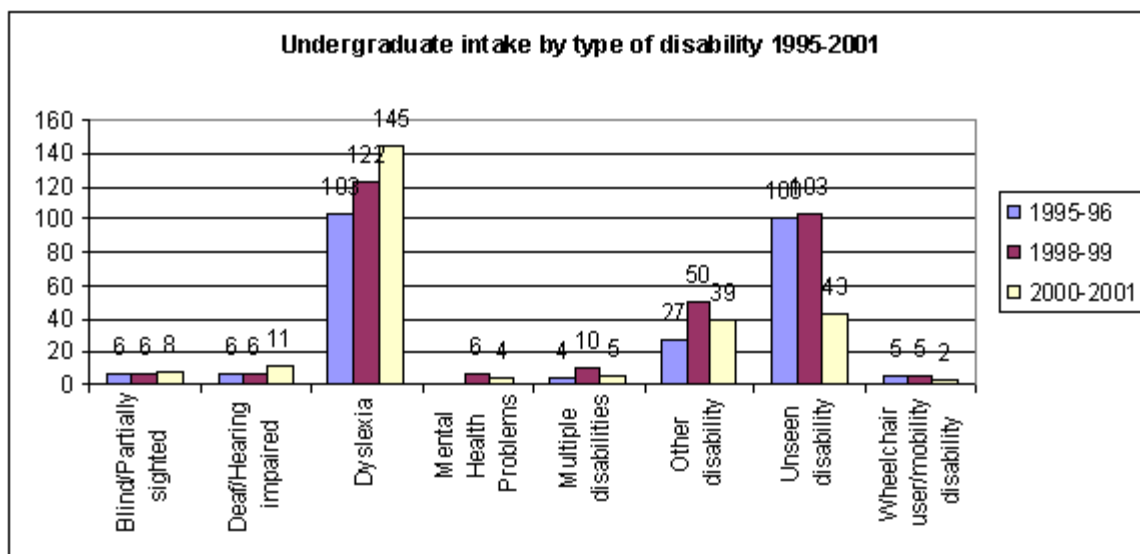
- There is now also a majority of women entering postgraduate studies and this is reflected in most faculties



- Of the 1995-96 intake, women were less likely to get first class honours degrees than men; they were more likely to get an upper second class degree and were less likely to withdraw from a course than men
- There was little difference between men and women in outcomes from post-graduate study. They are equally likely to successfully complete.

3.2 Disability

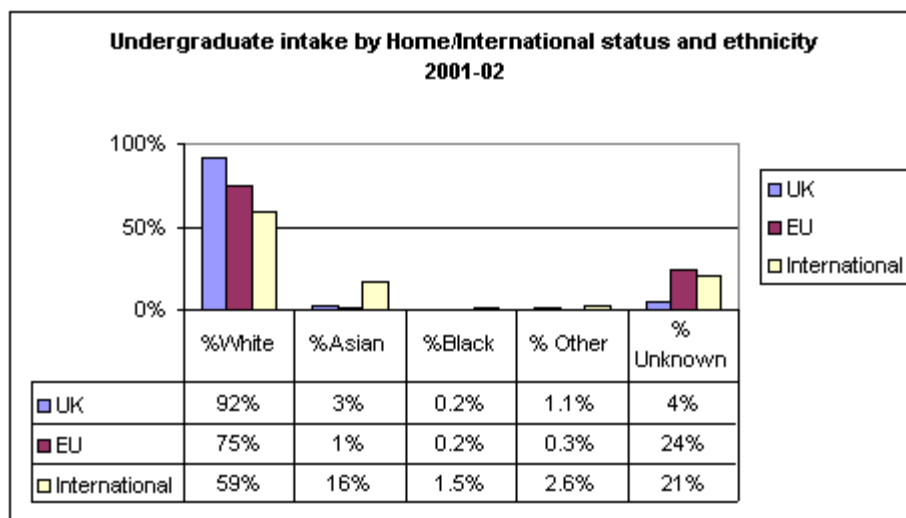
- Disabled students make up 5 to 6% of our undergraduate student intake. This has remained fairly steady over the period studied



- Dyslexia and Unseen Disabilities are the most common disabilities reported
- The numbers of disabled students undertaking postgraduate study is increasing
- Of the 1995-96 intake, disabled students were as likely to get a first class honours degree as non-disabled students. This also applies to all other degree classifications.

3.3 Ethnicity

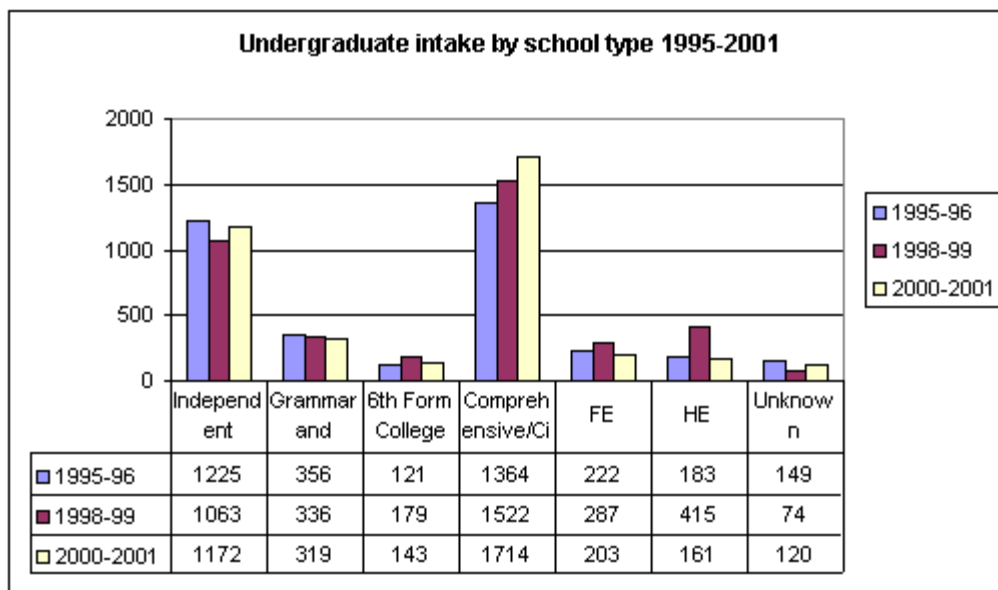
- The percentage of both home and international students from ethnic minority backgrounds has been increasing steadily over the years studied. This is true at both undergraduate and postgraduate level.



- Most ethnic minority students are from an Asian background with very few identifying themselves as African or Caribbean
- Ethnic minority students are most numerous in the Faculty of Medicine with low numbers in Education and Law
- Ethnic minority undergraduates are less likely to achieve a first-class honours degree than white students and are slightly more likely to withdraw
- Ethnic minority postgraduates are more likely to successfully complete than white students.

3.4 School background

- 63% of the undergraduate intake in 2001-2002 were from the state sector
- The proportion of the intake from comprehensive schools increased steadily over the period studied



- There is considerable variation from Faculty to Faculty in the proportions from the various types of school
- Students from Comprehensive schools are slightly more likely to achieve a first class honours degree than students from Independent schools
- Students from Comprehensive school backgrounds are more likely to withdraw than students from Independent school backgrounds.

3.5 Social class

The information requested by UCAS asks for parental occupation from which is derived an indication of Social

Class. Although the data is requested, there is a significant percentage of data “not known” or “not collected”. This is particularly noticeable in the 2001-02 figures where 38% of students are in this category. The data are therefore almost meaningless and are not reported on further.

3.6 Age

- Most undergraduates (66%) are in the 18-20 year old age band
- Only 10% are 25 or over
- There were higher withdrawal rates for those in the under 17 or over 25 age groups
- The most successful group for achieving first-class honours degrees were the 21-24 age group with some 25% achieving firsts.
- Most postgraduates are over 25 with an increasing number in the 20-24 age group

4. Conclusions

As in the first report, there are several areas where the findings suggest that further research is required to fully understand the data. The Equal Opportunities Technical Advisory Group will continue its work to investigate these areas and the Equal Opportunities Sub-committee will consider the findings with a view to recommending appropriate actions. Under the terms of the Race Relations (Amendment) Act 2000, the University will be obliged to publish its monitoring data on ethnicity on an annual basis and will also publish data on other diversity areas in a similar way.